

We do not have any other bidders. I recall you stating that you were going finish the buyout for that scope of work since I already provided you with a vendor.

Troy Rollins

Assistant Project Manager | Corrections Division

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OOO: 11/17/23

From: Joe Donovan <jdonovan@sletteninc.com>
Sent: Thursday, November 2, 2023 3:08 PM
To: Troy Rollins <trollins@sletteninc.com>
Cc: Stephen.freese <Stephen.freese@aceqc.com>
Subject: RE: WRTH - Weekly Subcontractor Meeting

We don't, remember, you were tasked with finding another vendor because we only have one bid.

From: Troy Rollins <trollins@sletteninc.com>
Sent: Thursday, November 2, 2023 3:07 PM
To: Joe Donovan <jdonovan@sletteninc.com>
Cc: Stephen.freese <Stephen.freese@aceqc.com>
Subject: FW: WRTH - Weekly Subcontractor Meeting

Joe – do we have the skylight scope bought out? If so, can you send over the contact info so we can start the submittal process?

Thanks,

Troy Rollins

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000: 11/17/23

From: Troy Rollins

Sent: Tuesday, October 31, 2023 9:06 AM

To: 'David Berg' <dberg@accoes.com>; 'Ryan Wenig' <rwenig@accuratecontrols.com>; 'Steven Solomon' <Steven.Solomon@bciconcrete.com>; 'Curt Svenpladsen' <csvenpladsen@emcor.net>; 'Benlly Perez Chiche' <bperezchiche@coscofire.com>; 'Adi Jamwal' <AdiJ@ctuprecast.com>; 'Greg Goebel Jr' <GGJR@mailgci.com>; 'Paul Cahoy' <pcahoy@universalsecurityproductsinc.com>; 'Williams, Trisha' <trisha.williams@tkelevator.com>; 'kstefani@weldwayinc.com' <kstefani@weldwayinc.com>; 'David Mosebar' <davidm@brattonmasonry.com>; 'scott.wilson@alcal.com' <scott.wilson@alcal.com>; 'ngori@accuratefirestop.com' <ngori@accuratefirestop.com>; Stephanie Hable <shable@sletteninc.com>

Cc: field <field@sletteninc.com>; Joe Donovan <jdonovan@sletteninc.com>; John Bales <jbales@sletteninc.com>; Daniel Kasang <dkasang@sletteninc.com>; Dustin Parciasepe <dparciasepe@sletteninc.com>; Jennifer Norris <jennifer@us-glass.com>; jsalgado@us-glass.com; Aaron Church <achurch@emcor.net>; Mike Redding <mredding@emcor.net>; Todd Cadwallader <Todd.Cadwallader@bciconcrete.com>; Nathan Hardin <Nathan@mailgci.com>; stephen.freese@aceqc.com; Artem Sierhieienko <artem.sierhieienko@aceqc.com>; jake.cowger@alcal.com; jcarl@coscofire.com; kobrien@accoes.com

Subject: RE: WRTH - Weekly Subcontractor Meeting

Good Morning, Team – please see weekly sub meeting minutes along with updated submittal and RFI logs for your review and records.

Thanks,

Troy Rollins

Assistant Project Manager | Corrections Division

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000: 11/17/23

-----Original Appointment-----

From: Troy Rollins

Sent: Wednesday, September 20, 2023 10:38 AM

To: Troy Rollins; David Berg; Ryan Wenig; Steven Solomon; Curt Svenpladsen; Benlly Perez Chiche; Adi Jamwal; 'Greg Goebel Jr'; Paul Cahoy; Williams, Trisha; kstefani@weldwayinc.com; David Mosebar; scott.wilson@alcal.com; ngori@accuratefirestop.com; Stephanie Hable

Cc: field; Joe Donovan; John Bales; Daniel Kasang; Dustin Parciasepe; Jennifer Norris; jsalgado@us-glass.com; Aaron Church; Mike Redding; Todd Cadwallader; Nathan Hardin; stephen.freese@aceqc.com; Artem Sierhieinko; jake.cowger@alcal.com; jcarl@coscofire.com; kobrien@accoes.com

Subject: WRTH - Weekly Subcontractor Meeting

When: Tuesday, October 31, 2023 8:00 AM-9:00 AM (UTC-08:00) Pacific Time (US & Canada).

Where: <https://us06web.zoom.us/j/87428393994>

Troy Rollins is inviting you to a scheduled Zoom meeting.

Join Zoom Meeting

<https://us06web.zoom.us/j/87428393994>

Meeting ID: 874 2839 3994

One tap mobile

+16694449171,,87428393994# US

+16699006833,,87428393994# US (San Jose)

Dial by your location

- +1 669 444 9171 US
- +1 669 900 6833 US (San Jose)
- +1 346 248 7799 US (Houston)
- +1 719 359 4580 US
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- +1 253 215 8782 US (Tacoma)
- +1 360 209 5623 US
- +1 386 347 5053 US
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- +1 646 876 9923 US (New York)
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- +1 301 715 8592 US (Washington DC)
- +1 305 224 1968 US

- +1 309 205 3325 US
- +1 312 626 6799 US (Chicago)

Meeting ID: 874 2839 3994

Find your local number: <https://us06web.zoom.us/j/87428393994>

Join by SIP

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- 162.255.36.11 (US East)
- 115.114.131.7 (India Mumbai)
- 115.114.115.7 (India Hyderabad)
- 213.19.144.110 (Amsterdam Netherlands)
- 213.244.140.110 (Germany)
- 103.122.166.55 (Australia Sydney)
- 103.122.167.55 (Australia Melbourne)
- 149.137.40.110 (Singapore)
- 64.211.144.160 (Brazil)
- 149.137.68.253 (Mexico)
- 69.174.57.160 (Canada Toronto)
- 65.39.152.160 (Canada Vancouver)
- 207.226.132.110 (Japan Tokyo)
- 149.137.24.110 (Japan Osaka)

Meeting ID: 874 2839 3994

From: Stephanie Hable
Sent: Tuesday, April 25, 2023 1:14 PM
To: Troy Rollins; Joe Donovan
Subject: RE: WRTH - Pre Bid Clarification Document

Follow Up Flag: Follow up
Flag Status: Completed

Yes, I absolutely want you to use the Q&A log. But it is normally an internal document so Sletten can track all the bid questions.

Not a big deal if we share it with the design team, though.

How are you sending RFIs to DLR when you first determine a question from a sub needs to be answered by DLR? Are you sending the log, or using Teams, or sending an email?

Stephanie Hable, RA, LEED AP, DBIA
Vice President | Director of Preconstruction



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From: Troy Rollins <trollins@sletteninc.com>
Sent: Tuesday, April 25, 2023 1:12 PM
To: Stephanie Hable <shable@sletteninc.com>; Joe Donovan <jdonoan@sletteninc.com>
Subject: FW: WRTH - Pre Bid Clarification Document

Stephanie – per email below, you directed me to use the Q and A log. At this point, I am confused as to what you are looking for or what I am doing wrong.

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From: Stephanie Hable <shable@sletteninc.com>
Sent: Wednesday, April 12, 2023 7:36 AM
To: Troy Rollins <trollins@sletteninc.com>

Cc: Dan Eden <deden@sletteninc.com>; Joe Donovan <jdonoan@sletteninc.com>
Subject: RE: WRTH - Pre Bid Clarification Document

Troy,

Please use the questions log I sent last month to track all questions coming in from the subs and how they get answered (by Sletten, by Arch, did they go into an addendum). **All RFIs we send to the designers should be numbered** so we can track them and they can track them. Responses need to go out to all subs in an addendum. Precon can help with any of this. I attached a sample from MVES as well.

We need the log of RFIs / responses not just to make sure all sub questions are getting answered, but to track what drawing changes need to be made by the design team post-bid.

Stephanie Hable, RA, LEED AP, DBIA
Vice President | Director of Preconstruction



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From: Stephanie Hable
Sent: Wednesday, March 22, 2023 4:23 PM
To: Troy Rollins <trollins@sletteninc.com>
Cc: Dan Eden <deden@sletteninc.com>; Joe Donovan <jdonoan@sletteninc.com>
Subject: RE: WRTH - Pre Bid Clarification Document

We have an addendum format we will use. Sample attached. We also have a questions log to track all sub questions and differentiate between questions Sletten can answer and questions our designers (or the Owner) must answer. Sample attached.

We need to get the instructions to bidders done pre-bid. Have you taken a stab at that? I attached a sample for that, too.

Stephanie Hable, RA, LEED AP, DBIA
Vice President | Director of Preconstruction



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From: Troy Rollins <trollins@sletteninc.com>
Sent: Wednesday, March 22, 2023 2:47 PM

To: Stephanie Hable <shable@sletteninc.com>

Subject: WRTH - Pre Bid Clarification Document

Stephanie – do we have a pre-bid clarification document/template we can provide to the subs when they have a RFI during the bid process? Similar to the attached addendum template CC provided us.

Thanks,

Troy Rollins

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From: Stephanie Hable
Sent: Thursday, March 23, 2023 3:29 PM
To: Troy Rollins
Subject: RE: WRTH - DCD Submittal

Follow Up Flag: Follow up
Flag Status: Completed

Whoops, hit send too fast. Yeah, drawings are missing in package 02.

Stephanie Hable, RA, LEED AP, DBIA
Vice President | Director of Preconstruction



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From: Troy Rollins <trollins@sletteninc.com>
Sent: Thursday, March 23, 2023 2:03 PM
To: Stephanie Hable <shable@sletteninc.com>
Subject: RE: WRTH - DCD Submittal

Yes, it helps. I appreciate your clarifications. My last two questions would be, (1) the architectural drawings folder only has (5) drawings, so how do we bid the commercial doors, frames, hardware, aluminum entrances and storefronts, masonry, and roofing? (2) There is no folder for the structural drawings, so how do we bid the metals division?

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From: Stephanie Hable <shable@sletteninc.com>
Sent: Thursday, March 23, 2023 1:58 PM
To: Troy Rollins <trollins@sletteninc.com>
Subject: RE: WRTH - DCD Submittal

This is how they had to upload to the State Fire Marshal, which is why it is broken out the way it is. I am not sure what you mean by bidding drawings and specs separately – we should give the bidders both (everything).

I would prefer not to create a separate set now that is combined because then we are tracking bid set separately from permit set. That paper trail will become convoluted.

The civil specs should be reproduced in the spec book (spot check they are all there). We do not need to put the individual civil specs out with the bid package if they are in the book, too.

I think it would help to note in the Instructions to Bidders (and emails to bidders) that “the bid drawings for WRTH have been submitted to the authorities having jurisdiction in two distinct packages. The first package is for site work, the second for the building. Both packages are included here as bid documents. To satisfy AHJ requirements, some drawings or specifications may be duplicated. Duplications are identical, and bidders can work from either.”
Or similar.

Hope that helps.

Stephanie Hable, RA, LEED AP, DBIA
Vice President | Director of Preconstruction



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From: Troy Rollins <trollins@sletteninc.com>
Sent: Thursday, March 23, 2023 1:40 PM
To: Stephanie Hable <shable@sletteninc.com>
Subject: RE: WRTH - DCD Submittal

Forgive me, but this does not seem right. How are we supposed to bid drawings and specs separately? Also, in phase I, we have a folder for volume 1 and volume 2 specifications, but when you access the civil folder, there are (2) folders with the same title and inside of each folder has an additional set of specifications. Just seems confusing. Is this normal?

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From: Stephanie Hable <shable@sletteninc.com>
Sent: Thursday, March 23, 2023 1:32 PM
To: Troy Rollins <trollins@sletteninc.com>
Subject: RE: WRTH - DCD Submittal

At this time they are not combined, and shouldn't be until we get our permits. We can combine as a conformed set post-permit. You can just release both packages in entirety as bid docs.

Stephanie Hable, RA, LEED AP, DBIA
Vice President | Director of Preconstruction



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From: Troy Rollins <trollins@sletteninc.com>
Sent: Thursday, March 23, 2023 1:30 PM
To: Stephanie Hable <shable@sletteninc.com>
Subject: RE: WRTH - DCD Submittal

Stephanie – Does DLR have a combined set of drawings for phase I and II? Or are we supposed to combine each drawing from each phase ourselves?

Troy Rollins
Assistant Project Manager | Corrections Division

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From: Patrick Langford <plangford@DLRGROUP.com>
Sent: Thursday, March 23, 2023 10:52 AM
To: Stephanie Hable <shable@sletteninc.com>; George Hubert <ghubert@dlrgroup.com>

Cc: Troy Rollins <trollins@sletteninc.com>; Darrell Stelling <dstelling@DLRGROUP.com>

Subject: RE: WRTH - DCD Submittal

[EXTERNAL] This email has been sent from an external source. Beware of impersonation if the sender is internal to the company.

Stephanie,

Do you want these uploaded in two separate folders (Phase1 & Phase2)? The link only notes to upload in one location from what I can tell. Thank you

File Request from Stephanie Hable at Sletten Construction



Drag files here

[Browse files](#)

Patrick W. Langford

Architect | Senior Associate

plangford@dlrgroup.com

DLR Group

o: [916-446-0206](tel:916-446-0206) | d: [916-554-2426](tel:916-554-2426) | m: [916-862-0392](tel:916-862-0392)

[Read our 2022 Annual Report](#)

From: Stephanie Hable <shable@sletteninc.com>

Sent: Thursday, March 23, 2023 10:11 AM

To: George Hubert <ghubert@dlrgroup.com>

Cc: Troy Rollins <trollins@sletteninc.com>; Patrick Langford <plangford@DLRGROUP.com>; Darrell Stelling <dstelling@DLRGROUP.com>

Subject: WRTH - DCD Submittal

George,

We need to get the two packages submitted to DCD this week. DCD has requested a brief description of what is in each package along with the documents. Can you provide one along with the documents?

Here is the link to upload the submittals made to SFM yesterday and this morning:

<https://sletteninc.sharefile.com/r-rec659546facf45c681fab794f6b9bf4e>

Thank you,

Stephanie Hable, RA, LEED AP, DBIA

Vice President | Director of Preconstruction



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From: Stephanie Hable
Sent: Thursday, February 9, 2023 4:48 PM
To: Troy Rollins
Subject: RE: WRTH - PCO-004: Coordination with PIDS

Follow Up Flag: Follow up
Flag Status: Completed

Based on my email below, I said I would look into it. It is not high on my list and therefore I have not looked at it yet. I have information on this subject you don't have. I do not want you going around me because you are not happy with how fast I am moving.

If I though this was urgent, I would handle it accordingly.

Stephanie Hable, RA, LEED AP, DBIA
Vice President | Director of Preconstruction



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From: Troy Rollins <trollins@sletteninc.com>
Sent: Thursday, February 9, 2023 4:45 PM
To: Stephanie Hable <shable@sletteninc.com>
Subject: RE: WRTH - PCO-004: Coordination with PIDS

Stephanie. We need to determine if the is PCO is necessary. To do so, we need to communicate with James to determine the 1) overall PIDS scope, 2) determine what they have completed (or not completed), and 3) confirm the scope of work in our design drawings do not overlap what's in their scope. I'm just trying to understand where we are with this PCO for it has been an open item since August.

Troy Rollins
Assistant Project Manager | Corrections Division

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From: Stephanie Hable <shable@sletteninc.com>
Sent: Thursday, February 9, 2023 4:31 PM
To: Troy Rollins <trollins@sletteninc.com>
Subject: RE: WRTH - PCO-004: Coordination with PIDS

What are you doing with this guy? We aren't completing the system. We have to see if our scope is impacted by the system in place.

Stephanie Hable, RA, LEED AP, DBIA
Vice President | Director of Preconstruction



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From: Troy Rollins <trollins@sletteninc.com>
Sent: Thursday, February 9, 2023 4:28 PM
To: James.Langston@pw.cccounty.us
Cc: Joe Donovan <jdonovan@sletteninc.com>; Stephanie Hable <shable@sletteninc.com>
Subject: FW: WRTH - PCO-004: Coordination with PIDS

Good afternoon, James. Just left you a voicemail regarding the attached PCO we received from Vanir Construction. I would like to talk with you about the perimeter intrusion detection system scope of work. Vanir's objective is to satisfy all requirements through your PIDS project and our new build construction, if necessary. Feel free to give me a call at your convenience so we can review attached site documents herein to determine if any additional work is required to complete the PIDS scope of work.

Thanks,

Citrix Attachments

Expires August 8, 2023

WRTH - 75% CD DRAWINGS_CHECK SET.pdf

541.9 MB

[Download Attachments](#)

Troy Rollins uses Citrix Files to share documents securely.

Troy Rollins
Assistant Project Manager | Corrections Division

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From: Stephanie Hable <shable@sletteninc.com>

Sent: Friday, August 12, 2022 4:30 PM

To: Dan Eden <deden@sletteninc.com>

Cc: Troy Rollins <trollins@sletteninc.com>; Joe Donovan <jdonovan@sletteninc.com>; Shriraj Shah <sshah@sletteninc.com>

Subject: RE: WRTH - PCO-004: Coordination with PIDS

We need to review with the design team. Lets do it Tuesday in our regular meeting. (Troy can you make sure I don't forget?)

Stephanie Hable, RA, LEED AP, DBIA

Vice President | Director of Preconstruction



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Phone: 702.739.8770 | Fax: 702.739.9932 | Mobile: 702.236.6704

From: Dan Eden <deden@sletteninc.com>

Sent: Friday, August 12, 2022 3:20 PM

To: Stephanie Hable <shable@sletteninc.com>

Cc: Troy Rollins <trollins@sletteninc.com>; Joe Donovan <jdonovan@sletteninc.com>

Subject: FW: WRTH - PCO-004: Coordination with PIDS

How do we price this?

Thank You,

Dan Eden

Vice President | Corrections Division Manager



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From: Mastalski, Ron <Ron.Mastalski@vanir.com>
Sent: Friday, August 12, 2022 3:16 PM
To: Dan Eden <deden@sletteninc.com>
Cc: Contra Costa County WRTH <WRTH_VanirCM@vanir.com>; Diane Strassmaier <diane.strassmaier@pw.cccounty.us>; Tom Chalk (<tchal@so.cccounty.us> <tchal@so.cccounty.us>; Wallace, Judith <judith.wallace@vanir.com>; Martinez, Karen <Karen.Martinez@vanir.com>; Delaney, Matt <Matt.Delaney@vanir.com>; Douglas Muse (<dmuse@so.cccounty.us> <dmuse@so.cccounty.us>; Stephanie Hable <shable@sletteninc.com>; Troy Rollins <trollins@sletteninc.com>
Subject: RE: WRTH - PCO-004: Coordination with PIDS

[EXTERNAL] This email has been sent from an external source. Beware of impersonation if the sender is internal to the company.

Dan,

Please see attached County request for proposal associated with PCO-004 to coordinate work with the PIDS project. Per Article 1.2.5 of Section 012600, please provide a detailed cost proposal within 7 business days for this work. I suspect this is another RFP that may require a bit of scope confirmation to ensure you are able to provide an appropriate cost (if any ;-).

Have a nice weekend.

Regards,

Ron Mastalski AIA, CCM, DBIA, NCARB, LEED-AP
Project Director



Solutions for Success

VANIR 1236 Escobar Street, Martinez, CA, 94553
P 925-335-1062 | C 916-350-0719 | Ron.Mastalski@vanir.com | www.vanir.com

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From: Troy Rollins
Sent: Wednesday, February 14, 2024 9:38 AM
To: Joe Donovan; Dan Eden
Subject: RE: Disadvantage Business

Dan – Attached is the shared file link to all the prequalification forms for your reference.

<https://sletteninc.sharefile.com/d-sda872dacc92a4294b17791170e171700>

Be Well,

Troy Rollins

Assistant Project Manager | Corrections Division

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From: Joe Donovan <jdonovan@sletteninc.com>
Sent: Wednesday, February 14, 2024 9:30 AM
To: Dan Eden <deden@sletteninc.com>; Troy Rollins <trollins@sletteninc.com>
Subject: RE: Disadvantage Business

We've reached out to our subs but we had our QC guy do it while he was calling for submittals and he did a really poor job, that's one of the reasons he's no longer here.

I was going to have Sal go through all the existing subs and the new ones that have recently come online and complete a comprehensive list.

Probably middle to late March we should have a good submittal to send to Vanir.

From: Dan Eden <deden@sletteninc.com>
Sent: Wednesday, February 14, 2024 8:51 AM
To: Troy Rollins <trollins@sletteninc.com>; Joe Donovan <jdonovan@sletteninc.com>
Subject: Disadvantage Business

Gents,

Good morning. I assume we have reached out to everyone at this point. When do you anticipate submitting all the outreach documentation over to Vanir?

Thank You,

Dan Eden

Vice President | Corrections Division Manager



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1/3/24

• TODAY, JOHN FALES, OUR GEN. SUPERINTENDANT, SAID THAT HEZONT WAS MORE LIKELY TO GIVE MARTIN LUTHER KING A HAND-OUT! INSTEAD OF DEDICATING A HOLIDAY FOR HIM.
HIGHLY OFFENSIVE!

• I DID NOT SAY ANYTHING AT THE TIME, JUST MADE A NOTE.

• LATER, ON THE SAME DAY, JOHN, AND JOE DONOVAN, OUR SR. PM, OFFERED ME A DRINK PROVIDED BY OUR SUECON. WHEN I DECLINED, JOHN ASSUMED I WAS EASY LISTENING TO "LUTHER VANDREES", AND PROCEEDED TO STATE THAT ALL ARTIST FROM UPTOWN RECORDS ARE "OLD AND OVER!" ALL OF THESE COMMENTS WERE MADE IN A SARCASTIC MANNER.

HIGHLY OFFENSIVE! MOREOVER, SINCE THIS WAS DONE IN FRONT OF A SUBCONTRACTOR FOREMAN, EVEN MORE OFFENSIVE!

• AFTER THOSE COMMENTS WERE MADE, I MADE ANOTHER NOTE.

1/4/24

ON THURS. 1/4/24, PRIOR TO OUR OGL MTG. WITH THE CLIENT, THE GEN. SUPER AND SR. PM CONTINUED TO MAKE SUBJUNCTIVE JOKES AND COMMENTS SUCH AS:

- "YOUNG GUYS ON THE JOB SITE SHOULD KNOW THEIR PLACE!"
- JOHN BALES
- "EXACTLY WHAT I'M SAYING, JUST DO YOUR JOB, HAHA"
- JOE DONOVAN
- "RIGHT! DO YOUR JOB! YOU'RE WORKING TOO HARD. SETTLE DOWN AND GET BACK IN LINE! (HAHAHA)!"
- JOHN BALES
- "HAHAHA, YEA. LITTLE BITCH! HAHAHA"
- JOE DONOVAN.

THIS DIALOGUE WAS CONDUCTED JUST BEFORE OUR 9:00 AM MEETING WITH VANIR CONTR. MGMT AND COSTA COSTA COUNTY REPS FOR THE NEW WRTTH FACILITY.

(CONFIDENTIAL)

I WAS HIGHLY UPSET AND MADE A CALL TO ANOTHER EMPLOYEE WHO PREVIOUSLY WORKED FOR THEM, AFTER WORK. THAT INDIVIDUAL STATED THAT THEY HAD TO DEAL WITH THE SAME TYPE OF DISCRIMINATION AND TO DOCUMENT FROM HERE ON OUT, EVERYTHING THAT IS SAID. I WAS ALSO ADVISED TO HOLD MY TONGUE UNTIL I CAN VERIFY/CONFIRM SOMEBODY WITHIN THE COMPANY WILL BACK ME UP.

1/5/24

ON FRIDAY, ~~AFTER THE~~ THE DAY AFTER THE OAC MTG, I PULLED JOHN ASIDE AND COMMUNICATED WITH HIM THAT I DID NOT APPRECIATE THE COMMENTS MADE ABOUT ME. HE IN RETURN APOLOGIZED FOR HOW I PERCEIVED THE COMMENT, BUT NOT FOR THE ACTUAL COMMENT.

1/10/24

ON WEDNESDAY OF THE NEXT WEEK, J. BALES BROUGHT CADWELL COLLINS TO THE JOB SITE TO SPEAK WITH ME. UPON SPEAKING WITH C. COLLINS, I TOLD HIM THAT THE TEAM DIDN'T WANT ME AMONGST THE CONSTRUCTION TEAM. HE DISAGREED AND REPLIED THAT I SHOULD FOCUS ON THE END GOAL WHICH IS TO FINISH THE BUILDING.

AFTER WE SPOKE, J. BALES PULLED US TO THE SIDE TO RE-DISCUSS THE CONVERSATION HE AND I HAD ON THE 5TH. CADWELL COLLINS MENTIONED THAT JOHN BALES CALLS HIM TO ASK QUESTIONS ABOUT BLACK PEOPLE WHENEVER HE IS IN NEED OF ANY CLARIFICATIONS. I MENTIONED TO BOTH JOHN & CADWELL THAT I DO NOT HAVE AN ISSUE WITH ADDRESSING QUESTIONS ABOUT BLACK PEOPLE AS LONG AS THE QUESTIONS ARE ASKED IN A RESPECTFUL MANNER.

ONCE WE FINISHED OUR DISCUSSION, JOHN "HUGGED" ME (3) TIMES AND SAID HE DOESN'T HAVE AN ISSUE WITH ME AND HE ENJOYS THE WORK I DO FOR THE CO. THE NEXT TWO DAYS AT WORK, JOHN DID NOT SPEAK TO ME.

1/18/24

ON FRIDAY, 1/12/24, I INFORMED THE TEAM I WILL BE WORKING FROM HOME IN VEGAS TO BE WITH MY SICK GRANDFATHER. FAST FORWARDED TO WEDNESDAY, 1/17/24, I RECEIVED A CALL FROM JOHN BATES ASKING ME WHY I WAS WORKING FROM VEGAS. I TOLD HIM MY GRANDFATHER WAS SICK AND THAT I WANTED/NEEDED TO BE NEAR HIM. HE SAID, IN A SNEAKY MANNER THAT I WAS A GOOD GRANDSON AND THAT MY GRANDPA SHOULD CONSIDER HIMSELF LUCKY (PARAPHRASING). I SAID, "THANK YOU", AND WE ENDED THE PHONE CALL.

1/19/24

ON FRIDAY, 1/19/24, I BRIEFLY SPOKE WITH WILHELMINE LITTON, HR, AND GAVE HER A VAGUE DESCRIPTION OF MY EXPERIENCE AND TREATMENT I HAD RECEIVED. I ALSO INFORMED HER THAT I INTENDED TO GO THROUGH THE PROPER PROTOCOLS TO GET MY SIDE OF THE STORY ON RECORD. WHEN SHE ASKED ME IF I WANTED TO SPEAK WITH DAN EISEN, DIVISIONAL MANAGER, I TOLD HER MY PLAN WAS TO SPEAK WITH HIM ONCE I GOT OFF THE PHONE WITH HER. SHE INSISTED THAT I SPEAK TO DAN FIRST, THEN IF I STILL NEEDED TO SPEAK WITH HER, THEN CALL HER. AFTER SPEAK WITH HER, I SPOKE TO DAN AND INFORMED HIM OF THE DISRESPECTFUL TREATMENT, AND ASKED IF I WAS DOING ANYTHING WRONG. HE SAID NO AND THAT HE SPOKE WITH EVERYONE AND WE CAN MOVE FORWARD WITH COMPLETING THE PROJECT.



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

Las Vegas Local Office
333 Las Vegas Blvd South, Suite 5560
Las Vegas, NV 89101
(702) 553-4470
Website: www.eeoc.gov

DISMISSAL AND NOTICE OF RIGHTS

(This Notice replaces EEOC FORMS 161, 161-A & 161-B)

Issued On: 01/08/2025

To: Mr. Troy L. Rollins
10066 Trotter Peak Street
LAS VEGAS, NV 89178
Charge No: 555-2024-01328

EEOC Representative and email: AARON SANCHEZ-LAZCANO
Federal Investigator
aaron.sanchez-lazcano@eeoc.gov

DISMISSAL OF CHARGE

The EEOC has granted your request for a Notice of Right to Sue, and more than 180 days have passed since the filing of this charge.

The EEOC is terminating its processing of this charge.

NOTICE OF YOUR RIGHT TO SUE

This is official notice from the EEOC of the dismissal of your charge and of your right to sue. If you choose to file a lawsuit against the respondent(s) on this charge under federal law in federal or state court, **your lawsuit must be filed WITHIN 90 DAYS of your receipt of this notice.** Receipt generally occurs on the date that you (or your representative) view this document. You should keep a record of the date you received this notice. Your right to sue based on this charge will be lost if you do not file a lawsuit in court within 90 days. (The time limit for filing a lawsuit based on a claim under state law may be different.)

If you file a lawsuit based on this charge, please sign in to the EEOC Public Portal and upload the court complaint to charge 555-2024-01328.

On behalf of the Commission,

Digitally Signed By: Michael Mendoza
01/08/2025

Michael Mendoza
Local Office Director

Cc:

Paul S Prior
Snell & Wilmer LLC
1700 S PAVILION CENTER DR STE 700
Las Vegas, NV 89135

Tyler V Thomas
Snell & Wilmer LLC
1700 S PAVILION CENTER DR STE 700
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Dallin Wayment
dwayment@sletteninc.com

Dan Eden
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6000 S. Las Vegas Blvd. Ste 700
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Please retain this notice for your records.